

VOTE OF NO CONFIDENCE
FOR
Facility Medical Director @
Monroe Correction Complex

We, the undersigned staff of Monroe Correction Complex (MCC), have composed this letter to express our dissatisfaction with the current Facility Medical Director Julia Barnett, MD.

This letter is an expression of our "Vote of No Confidence" in Julia Barnett and her ability to function as the Facility Medical Director. We understand the severity of this decision and did not arrive at it hastily.

Over the past several years, the health services staff at MCC has always functioned well together, as a cohesive group. We have always been a group that felt more like family. We have been proud of the work we do, working collaboratively, and felt like our input made a difference.

Throughout the year we have had concerns regarding Julia Barnett's medical competence, professionalism, and leadership specifically regarding trust, integrity, collaboration, decision making, vision, her lack of respect for other staff and staff communication.

She has not created a safer work environment, but instead has created a toxic environment for both inmate and staff. Without the recognition of mistakes or the willingness to listen to her own trained competent medical practitioners and supervisors, there is no hope for learning or improvement and thus no way forward.

We feel she has a lack of attention to, preparation for, or appropriate prioritizing of, the requirements and interests of Monroe Correctional Complex Health Services team, as well as a failure to recognize and respect the expertise of the medical professionals on this team.

We feel she is inconsistent in application of policy and protocol and has an ongoing and uncorrected lack of respect toward all DOC staff. A prison cannot be run successfully with a one-way avenue of communication. Even when input is sought, there is a failure to follow through or a total disregard for the ideas of many; when communication occurs, it is too often delayed and incomplete. Her decisions seem to be primarily made to reduce health care costs rather than for the benefit of the patient or for the benefit of her staff. There is an overall feeling that health services is losing ground all the time. We need a different, more solid leadership. The morale is low amongst the health services staff and we attribute that primarily to Julia Barnett and therefore we are insisting in a change of leadership.

The medical practioner's who have been here for over one year and those who are directly supervised by Dr. Barnett have given her many chances to change and grow in her leadership. We failed to see any change and we are almost entirely unanimous in our support of this vote.